Northwick Manor Primary School Application Pack

Class Teacher 32.5 hours per week
Permanent Vacancy

To commence in January 2027

An extraordinary education for every pupil



The Rivers
C.of E. Academy Trust

Welcome

Thankyou for your interest in our fantastic school.

Children at Northwick Manor experience a truly personal journey where they feel valued and able to flourish, supported by inspiring teachers and an array of superb educational, and co-curricular opportunities. Happy children succeed, and we place the relationships between staff, children and parents at the forefront of all we do.

This is truly a remarkable and welcoming community to be a part of, for both staff and pupils.

Overview

Northwick Manor is a primary school located in Worcester. It has 575 pupils from age 4 – 11 years and 82 staff numbers. Established over 80 years ago, the school joined The Rivers CofE Academy Trust in 2018.

Ethos

At Northwick Manor,we place a high value on the educational experience of all our pupils and achieve this within the atmosphere of a friendly learning community. The school's principal philosophy is that 'pupils should be confident, happy, and successful'. Together we aim to be a school of excellence, always encouraging our children to aim high, and providing opportunities for them to develop their talents and potential in a nurturing environment.

Performance

At Northwick Manor, 90% of pupils met the expected standard in their Phonics Screening Test [2026] and 74% of pupils met the expected standard in Reading, Writing and Mathematics Combined at Key Stage 2.

Our latest Ofsted judgment: Outstanding

Review score

"We love the school, couldn't be happier with my child's progress".
Parent

About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create '**an extraordinary education for every pupil**'.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

Our STARS Values



Sharing



Trust



Achievement



Respect



Safety

Our Schools

1. Summerhill Primary Academy Summerhill's Little Treasures
2. Jubilee Park Academy
3. Dudley Wood Primary School
4. Wychbold First and Nursery School
5. St Peter's Droitwich CofE Academy
6. North Worcester Primary Academy
7. Northwick Manor Primary School
8. Cranham Primary School
9. Cherry Orchard Primary School
10. St Clement's CofE Primary School and Pre-School
11. Great Witley CE Primary School
12. Cutnall Green CofE Primary School
13. Burlish Park Primary School
14. Heronswood Primary School
15. Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:
www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:
www.lgpsmember.org/

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk





About the Role

Job Title:	Class Teacher
Start date:	January 2027
Salary:	M3-M4 £38,400 - £40,941
Contract Type:	Permanent – 32.5 hours per week
Reporting To:	Year Group Lead /SLT
Location:	Northwick Manor Primary School
About:	We are seeking a skilled, committed and enthusiastic class teacher. You will join a highly motivated team, committed to a creative and stimulating approach to teaching and learning, and to instilling in our students, a passion for learning. At Northwick, we are highly ambitious for our students, and our staff are pivotal to our success. As part of the staff team, you will have the opportunity to work with great colleagues and develop your career through an outstanding professional development programme. The successful candidate will be driven to achieve high quality outcomes for the children they teach and a passion to grow and develop as an educational practitioner. A willingness to enter fully into all aspects of school life is essential. If you are ambitious, inspirational, creative, open-minded and want to be part of our success then we want to hear from you.

Job Description

Core Purpose

To contribute to providing an excellent education for all the school's pupils by teaching with expertise and enthusiasm, offering support to the learning of individual students and contributing to the school's pastoral system.

To support SLT in the implementation of all aspects of school in order to maintain the aims and ethos of the school and the Trust as a whole.

To demonstrate Trust values / school ethos and high standards of professional conduct at all times

General responsibilities

- Carry out the duties and responsibilities for class teachers as detailed in the current Pay and Conditions of Service
- Meet the expectations set out in the Teachers' Standards

Key Accountabilities

Teaching and Learning

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach enabling children to make individual progress.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject).
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
- To plan activities which ensure each child is working towards the expected standard.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Adapt teaching to respond to strengths and needs of all pupils.

Job Description (cont)

Behaviour Management

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self control and independence of all learners.
- Be responsible for promoting and safeguarding the welfare of pupils, raising any concerns following school protocol/procedures

Assessment

- Use Assessment for Learning strategies to monitor and assess the effectiveness of learning activities and provide constructive feedback to support pupils as they learn.
- Involve pupils in reflecting on, evaluating and improving their own performance and progress.
- Make accurate and productive use of assessment to secure pupils' progress.

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Maintain a professional interest in educational initiatives and developments.

Parental and Community Engagement:

- Maintain open and constructive communication with parents regarding pupils' progress and wellbeing.
- Contribute to school-wide events and initiatives that enhance the educational experience for pupils and their families.

Job Description (cont)

Other

- Attend and contribute to team and full staff meetings.
- Maintain a professional interest in educational initiatives and developments.
- Maintain an engaging a purposeful learning environment.
- Direct teaching support staff to ensure they are clear on how they can support learning.
- Support out of school activities.
- Contribute to the school's extra-curricular and Enrichment programme.
- To have professional regard for the ethos, policies and practices of the school and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the Headteacher.

Conditions of Employment

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment

To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions.

Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day

Any other duties as directed by the Headteacher

The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

Person Specification

Criteria	Essential	Desirable
Education / Qualifications	• Degree • Qualified Teacher Status	• Evidence of continuous professional development and commitment to further professional development
Experience	• A minimum of two years of classroom teaching experience in a mainstream setting with Key Stage 1 or 2 pupils • Experience of delivering excellent lessons • Experience of raising attainment of all students • Experience of implementing behaviour management strategies consistently and effectively • Evidence of continually improving the teaching and learning.	
Skills and knowledge	• Clear Knowledge of the National Curriculum. • Knowledge of effective teaching and learning strategies • A good understanding of Primary pedagogy • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies • Good ICT skills, particularly to support learning • High expectations for children's attainment and progress.	• Knowledge of White Rose Maths and/or NCETM Mastering Number • Strong understanding of phonics teaching (RWI)

Person Specification

Criteria	Essential	Desirable
Personal qualities	• Ability to establish positive relationships with staff , pupils and parents • Ability to multi-task and be flexible • Ability to think creatively and demonstrate initiative • High standards and expectations of pupils and yourself • Commitment to the school's extra-curricular programme • A positive outlook • Commitment to a collaborative approach to professional development • Commitment to safeguarding and equality • Self-motivated and well organised • Commitment to maintaining confidentiality at all times.	

How to Apply

Application forms are available to download **here**:

Please email completed application forms to Miranda Giddings, nwoffice@riverscofe.co.uk by **Wednesday 18 November 2026**.

Please note that if you have not been contacted by Friday 20 November 2026 then you have not been successfully shortlisted on this occasion.

Interviews will take place during week commencing 23rd November.

We do not accept CVs

This post is subject to an enhanced DBS check.

We are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share and demonstrate this commitment.

The successful candidate will have to meet the requirements of the person specification and will be subject to the relevant pre-employment checks which will, where applicable, include a health check, an enhanced DBS check with children's barred list and satisfactory references.

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Get in Touch

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Northwick Manor Primary School – Home

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